



KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

CIN:U40100KL20115GC027424

Office of the Chief Personnel Officer, Personnel Department,

Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala-695 004

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ABSTRACT

Payment of Bonus/Festival Allowance to Employees, Pensioners & Family Pensioners for the year 2017 - 2018 and Onam Advance to Employees - Sanctioned - Orders issued

CORPORATE OFFICE (PERSONNEL)

Office Order (CMD) No. 322 /2018 (PS I/3441/Bonus/2013) TVPM, Dated 18 .08.2018

- Read:-
1. G.O. (P) No. 68/2018/LBR TVPM dated 10.08.2018.
 2. G.O. (P) No. 123/2018/Fin Dated 08.08.2018.
 3. G.O. (P) No. 124/2018/Fin Dated 08.08.2018.
 4. G.O. (P) No. 122/2018/Fin Dated 08.08.2018.
 5. Payment of Bonus (Amendment) Act, 2015 (No. 6 of 2016).

ORDER

The Kerala State Electricity Board Limited is pleased to sanction Bonus/Festival Allowance for the financial year 2017 - 2018 to all eligible employees, pensioners and family pensioners & Onam Advance to the employees subject to the conditions specified in this order.

1. BONUS

- (a) 8.33 % of wages/salary drawn during the year 2017 - 2018 will be paid as Bonus with a ceiling of ₹7,000/- to those employees who have drawn monthly wages up to ₹21,000/- p.m., including CLR Workers, persons engaged and paid directly by the Kerala State Electricity Board Limited on a daily wages basis and PTC Employees. Pay, Dearness Allowance, Special Pay and Ad-hoc Dearness Allowance will be reckoned for calculating monthly wages.
- (b) The minimum bonus payable as above will be ₹100 /- (Rupees One Hundred only).
- (c) For an employee to be eligible for Bonus, he should have been employed under the Kerala State Electricity Board Limited during the

accounting year 2017 - 2018 (April 2017 to March 2018) for a minimum period of 30 actual working days continuously excluding intervening holidays.

- (d) Persons engaged on daily wages as 1 (a) above for more than 30 actual working days continuously are eligible for Bonus which may be worked out at 8.33 % of the total wages drawn by them during the period from 01.04.2017 to 31.03.2018.
- (e) For working out the eligibility of Bonus of an employee, the rate of salary of the employee concerned is the limiting factor and not the actual amount drawn for the purpose of reckoning the ceiling limits of ₹7,000/- and ₹21,000/-. If on account of leave on loss of pay or half pay leave or by absence otherwise, the actual salary drawn by an employee in any month falls below the ceiling amount of ₹21,000/- while actually his rate of pay is above the said ceiling limit, then the salary in respect of such period of leave on loss of pay, half pay leave, absence, etc. has to be proportionately deducted from the ceiling limit of ₹7,000/-.

II. FESTIVAL ALLOWANCE

- (a) Festival Allowance of ₹2,750/- (Rupees Two thousand seven hundred and fifty only) will be paid to those employees who were drawing total emolument above ₹21,000/- per month and who are not eligible for Bonus in terms of Para 1 (a) above.
- (b) Festival Allowance of ₹2,750/- (Rupees Two Thousand seven hundred and fifty Only) will be admissible to all regular/temporary employees who joined service after 01.10.2017 and who are in service on the date of issue of this order and those who join duty before the fourth Onam of 2018.

III. FESTIVAL ALLOWANCE TO PENSIONERS

- (a) Those Pensioners who are not eligible for Bonus under clause I (a) above, will be paid a Festival Allowance of ₹2,750/- (Rupees Two thousand seven hundred and fifty only) provided they were in continuous service of the Board for not less than six months during the year 2017 - 2018.

- (b) The pensioners who are not eligible for Bonus or Festival Allowance under clause I (a) and clause III (a) above, will be paid ₹1,000/- (Rupees One thousand only) as Special Festival Allowance.
- (c) Family Pensioners will be paid ₹1,000/- (Rupees One thousand only) as Special Festival Allowance.
- (d) Ex-gratia Pensioners will be paid ₹1,000/- (Rupees One thousand only) as Special Festival Allowance.
- (e) Re-employed pensioners, provisional hands recruited through Employment Exchanges and employees on contract appointments in the Board will be paid Special Festival Allowance of ₹ 2,750/- (Rupees Two thousand seven hundred and fifty only) subject to satisfaction of other conditions.

Note:-

Eligibility of pensioners for special festival allowance/festival allowance will be limited to any one of the items specified at III (a) to (e) above.

IV ONAM ADVANCE

Onam Advance up to a maximum of ₹ 15,000/- (Rupees Fifteen thousand only) will be paid, on request, to all regular employees, PTC employees and monthly paid CLR workers. In the case of those who wish to avail lesser amount as Festival Advance, the required amount will be paid in multiples of ₹1,000/- (Rupees One Thousand Only) subject to a maximum of ₹15,000/- (Rupees Fifteen Thousand only). Recovery of the advance will be effected in 5 equal monthly instalments beginning with the salary for September 2018.

V GENERAL

- (a) Those serving employees or retired employees who happen to be eligible for Bonus under clause I (a) and Festival Allowance under clause II (a) and III (a) above will be permitted to draw either Bonus or Festival Allowance whichever is more advantageous to them.
- (b) The Festival Allowance/Bonus/Onam Advance to the Employees and Special Festival allowance for pensioners will be disbursed from 21st August 2018.

(c) The ARU Officers will take necessary action for accounting the above payments. However, in the case of those offices where the practice of pre-audit is in vogue, the same shall be waived for effecting the payment as per this order.

By Order of the Chairman & Managing Director

Sd/-
Unnikrishnan.P.G
Secretary (Administration)

To

All Chief Engineers/All Deputy Chief Engineers/All Executive Engineers

Copy to:

The Financial Adviser/Chief Internal Auditor

Legal Adviser & Disciplinary Enquiry Officer

The Chief Vigilance Officer/Deputy Chief Engineer (I T)

Regional Audit Officers/ Public Relations Officer/Deputy Secretary (Admn.)

The TA to Chairman & Managing Director

The TA to Director (D & IT)/Director (T & SO)

The TA to Director (CP, Gen. - E, SCM & Safety)/Director (Gen. - Civil & HRM)

The PA to Director (Finance)/CA to Secretary (Administration)

The FC Superintendent/Record Section/Library/Stock File.

Forwarded/By order


18/8/18
Senior Superintendent